

2025 Statement Regarding Fighting Against Forced Labor and Child Labor in Supply Chains

VWR International Co. is committed to preventing the occurrence of forced labour, child labour, or any other form of slavery in our operations and supply chains. We also expect that our suppliers share our commitment to ethical and responsible business practices and support our values.

This report (the "Report") has been prepared pursuant to Section 11 of the Fighting Against Forced Labor and Child Labor in Supply Chains Act (the "Act") and outlines the actions we have taken during the year ended 31 December 2024 to prevent and reduce the risk of forced labour or child labour occurring in our business. VWR International Co. is subject to, and complies with, all Avantor actions as outlined in this Report.

AVANTOR'S STRUCTURE AND BUSINESS

Avantor, Inc., a Delaware corporation ("Avantor") listed on the New York Stock Exchange, is a leading global provider of mission-critical products and services to customers in the life sciences and advanced technologies industries. Our comprehensive offerings provide scientists all they need to conduct their research: materials & consumables, equipment & instrumentation and services & specialty procurement. Our broad portfolio of products and services, fully integrated business model and global supply chain enable us to support our customers every step of the way. We sell proprietary products that we make, and third-party products sourced from a wide variety of product suppliers located across the globe. Our supplier relationships are based on contracts that vary in geographic scope, duration, product and service type. Those relationships may include distribution, sales and marketing support as well as servicing of instruments and equipment. Many of our supplier relationships have been in place for more than twenty years.

In Canada, Avantor operates through VWR International Co., a company incorporated under the laws of the Province of Nova Scotia ("VWR International") with principal offices in Mississauga, Ontario. As is the case with other entities in the Avantor organization, VWR International sources products through a global supply chain that includes the sourcing of products from affiliated companies within the Avantor corporate structure, as well as third parties.

AVANTOR'S SUPPLY CHAIN

Avantor takes its responsibility to protect human rights across its supply chain very seriously. Avantor has over 10,000 suppliers in its supply chain and sources products and services from all over the globe. Avantor recognizes that its supply chain operates in high-risk countries, such as China, India and Malaysia and also manufactures

and distributes products, some of which are associated with greater human rights risks because of the country of manufacture. As a result, Avantor has chosen human rights as one of its priority sustainable sourcing topics and has developed a program for the protection of human rights in its supply chain.

AVANTOR'S RESPONSIBLE SUPPLIER PROGRAM

Avantor continued to grow its Corporate Responsible Supplier Program which covers all of its legal entities, including VWR International. The program aims to impact the company's supply chain positively with a focus on human rights and priority environmental topics. The program's four priority sustainability topics are human rights, climate change, nature conservation and resource circularity. Avantor advances these priority sustainability topics and associated targets through the deployment of three activation pillars: Performance, Collaboration, and Recognition.

PERFORMANCE PILLAR

Under its Performance pillar, Avantor has developed various statements and practices to inform its suppliers about its expectations related to protecting human rights and provide guidance.

- Avantor's Supplier Code of Conduct outlines the minimum expectation it has of its suppliers in relation to human rights and other sustainability-related topics.
- Avantor's Human Rights Statement for the Supply Chain outlines in more detail Avantor's expectation in relation to human rights.
- Avantor's Human Rights Guidance for the Supply Chain provides suppliers with additional guidance on protecting human rights, including which indicators to incorporate into their practices.
- Avantor's Conflict Minerals Statement for the Supply Chain outlines the due diligence practices Avantor has adopted in accordance with Organization for Economic Co-operation and Development (OECD) guidelines.

Sustainability Monitoring Steps for the Supply Chain

In addition to outlining its expectations, Avantor has developed a four stage and nine step monitoring process to monitor suppliers' adherence to its human rights expectations, as described in Figure 1 below. Avantor relies on various global and standardized frameworks and tools to monitor its suppliers' performance and reduce the risk of forced labour in its supply chain.

Avantor launched its monitoring process in 2023 and made significant progress developing the practices associated with each monitoring step. A summary of major progress in key areas of the nine-step process to date follows.

- *Step 2. Avantor developed and implemented its UN Guiding Principles Reporting Framework survey.*
- *Step 3. Avantor launched EcoVadis in 2023 to measure supplier performance. As of the end of 2024, 52% of suppliers by spend are included.*
- *Step 4. Avantor launched its supply chain transparency tool and onboarded 49% of suppliers by spend. This tool allows Avantor to identify risks 8 levels into its supply chain.*
- *Step 7. Avantor has its own in-house Assurance team to assess suppliers' site-level human rights performance and remediate issues quickly. Avantor's Assurance practices have been in place for over 15 years.*
- *Step 8. Avantor communicates results from its Responsible Supplier Program annually in its Corporate Sustainability Report available for download [here](#).*
- *Step 9. Avantor follows the OECD's five-step guidelines and continues to improve its conflict minerals due diligence process each year.*

Avantor is committed to continuous improvement of its monitoring program.

Ethics Helpline

Avantor has made its ethics helpline available to suppliers so that hard-to-reach workers have an avenue by which they can raise concerns and report violations of our policies. The helpline is provided in multiple languages and can also be accessed via an online form.

Human Rights Incidents

Avantor recognizes that even with good governance, human rights incidents can still occur and should be addressed and remediated by the relevant party quickly and effectively. Avantor as a governance structure in place to detect, prevent and correct human rights incidents. No human rights incidents were reported in 2024; accordingly, no remediation actions were undertaken.

COLLABORATION PILLAR

Industry engagements

Under its collaboration pillar, Avantor aims to work collaboratively with its peers, suppliers and customers to identify solutions to sustainability challenges. Avantor is engaged with the Sustainable Procurement Pledge organization and is a signatory to the UN Global Compact. These collaborations aim to build capacity across the procurement industry to better prepare procurement

professionals to resolve and improve social and environmental challenges in the supply chain.

Training

Avantor has developed a robust Sustainable Sourcing training curriculum covering human rights and environmental topics. More than 90% of our Product Portfolio and Sourcing Managers have been trained on the United Nation's 'Respect, Protect and Remedy' framework and its 'Creating Decent Work for All in the Supply Chain' training.

RECOGNITION PILLAR

Under its Recognition pillar, Avantor incentivizes and rewards those suppliers who perform and collaborate well on sustainability. This includes public recognition through a Responsible Supplier of the Year Award given annually.

MEASURING OUR EFFECTIVENESS

The launch of Avantor's Responsible Supplier Program, coupled with its aggressive enhancement plan, has enabled Avantor to take a proactive approach to improving human rights practices across its supply chain. The Responsible Supplier Program is reviewed annually to ensure that it contributes to improved sustainability outcomes each year. Avantor also uses EcoVadis, an external ESG rating platform, to measure its sustainability performance, as well as its improvements across its human rights practices. Avantor sets targets annually to improve its program's performance.

BOARD APPROVAL

The Report was approved pursuant to paragraph 11(4)(a) of the Act by the Board of Directors of VWR International Co.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Bruno Cuoci
Vice President, VWR International Co.
September 23, 2025

I have the authority to bind VWR International Co.

FIGURE 1 – AVANTORS’ SUSTAINABILITY MONITORING STEPS FOR THE SUPPLY CHAIN

